GrummanWorld

Volume 7, Number 21 | Our Employees Are Our Major Shareholders | November 11, 1988

Grumman, China Establish International Fire Equipment Co.

Grumman Corporation has formed a consortium of Chinese and European companies to build fire fighting equipment in China.

The new joint-venture company, known as the Shanghai-Grumman International Fire Equipment Company, Ltd., will upgrade China's fire apparatus manufacturing capabilities to supply China with modern fire fighting equipment. Plans are also to export some production worldwide.

At ceremonies in Beijing last month, Grumman Chairman John O'Brien, Grumman International President Rolf Larson and members of the newly formed company signed a 30-year joint venture agreement.

"This is part of our long-range commitment to China and the fire fighting industry," O'Brien said. "We have brought together the best technology companies in the business to create a new worldwide force in the fire apparatus industry."

Under China's Ministry of Public Security, Shanghai-Grumman unites the China Fire Protection Equipment Corporation (the country's major fire fighting equipment supplier); its subsidiary, Shanghai Fire Equipment General Plant; and a consortium of international fire apparatus manufacturers.

Grumman International, Inc., is the overall project manager and Grumman Emergency Products, Inc., will provide design expertise. Other consortium members are Godiva Ltd., United Kingdom, Europe's leading pump manufacturer; Saval-Kronenburg, Holland, one of the world's primary manufacturers of airport crash/fire/rescue vehicles; and Oy Bronto Skylift, Ltd., Finland, premier producer of articulated and telescoping fire fighting platforms.

Shanghai-Grumman will be located in an existing one-million-square-foot fire apparatus manufacturing facility in Song Jiang, an industrial area approximately 25 miles from Shanghai. This facility, one of China's largest, currently produces about 500 assorted fire fighting vehicles per year.

New manufacturing and management techniques will be phased in, allowing the Shanghai-Grumman plant to modernize and transition to a new series of products while maintaining production schedules.

When the entire plant modernization and technology transfer process has been completed, Shanghai-Grumman will be among the world's largest fire fighting vehicle producers. The plant's annual production will include approximately 1,000 vehicles and related equipment for markets in China, for export to Asia, Africa and the Middle East, and for use by the consortium members.■

Two GQ Teams Announce Solutions

Two Grumman Quality groups — one from Aircraft Systems and another from Data Systems — recently announced their solutions to problems facing their respective divisions.

Two GQ action teams from Aircraft Systems formed a group to tackle the task of streamlining the process of producing statements of work and cost estimates.

A Data Systems GQ team has written a new process for getting personnel requisitions through the approval loop faster.

On November 1, a group of two Grumman Quality (GQ) action teams put its solutions in the mail to the heads of the major programs and departments in the Aircraft Systems Division.

GQ
Means Grumman Quality

Its goal was to make the process of planning and estimating engineering change proposals more accurate and timely. The result will be a satisfied customer and a healthier balance sheet.

The two teams were made up of Aircraft Systems' senior management. One team tackled the task of streamlining the process of producing statements of work; the other, cost estimates. The group's recommendations were summarized in a report. The Configuration Data Management Department helped the group prepare the final report. The new process will go into effect Thursday, December 1.

"It's not an organizational change," says Norm Lewin, senior vice president-Technical Operations. "It's a process change. People will continue to do the same jobs they do today. We've just changed the way we work together."

When a customer requests a design change, system modification or other change in the form of an engineering change proposal, two items must be created.

First is the statement of work, which describes the work to be done by Engineering, Manufacturing, Tooling, Quality, and Test departments. In addition, a document that shows what the job will cost must also be created.

"The problem is that it takes a very long time to produce the engineering change proposal," says Lewin, whose team attacked

(Continued on page 3)

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C³I Workstations Installed At 3 Sites

The popularity of Grumman Data Systems' C³I (command, control, communication, and intelligence) Workstation is growing. Grumman is installing the systems in three new military locations—Yokota Air Force Base, Japan; the Pentagon; and Norfolk, Virginia.

Workstations are already in operation with the Commander in Chief—Pacific Command and the Pacific Air Force Commander in Chief in Hawaii. In addition, there are systems being installed at 13 Coast Guard sites throughout the United States. The Coast Guard is calling the system the Maritime Defense Zone System.

The C³I Workstation provides a way to graphically display up-to-the-minute, detailed locations on U.S., friendly, neutral and hostile forces. The positions of these forces can be transmitted or received from all over the world. The commander and his staff use this information to make battle decisions such as how many troops to deploy and to where.

Grummanites from Data

(Continued on page 2)

Mohawk Arrives At Calverton

A Grumman Multistage Improvement Program Mohawk recently arrived at Calverton Operations, L.I., from Stuart, Florida, for a joint Army and Grumman flight test program. The program will last into early next year.

The new Mohawk will first spend about six weeks undergoing tests in the anechoic chamber. The plane has all new avionics that are much easier to support.■

Dividend Declared

Grumman Corporation recently declared a dividend of 70 cents per share on the company's $2.80 preferred stock payable November 14, 1988, to shareholders of record at the close of business on November 4, 1988.

The company also declared a dividend of 25 cents per share on common stock payable November 18, 1988, to shareholders of record at the close of business on November 8, 1988. ■

Personals

I wish to express my appreciation for the concern my many friends at Grumman showed while I was out sick. It will never be forgotten. **Frank Gregory**

My family and I wish to sincerely thank our friends and my co-workers for their kind expressions of sympathy and support during the recent loss of my mother. **John Iacobacci**

My family and I wish to thank our friends, co-workers and ESO for their prayers, sympathy and support during the recent death of my mother Florence C. Reinig. **Julia A. Reinig**

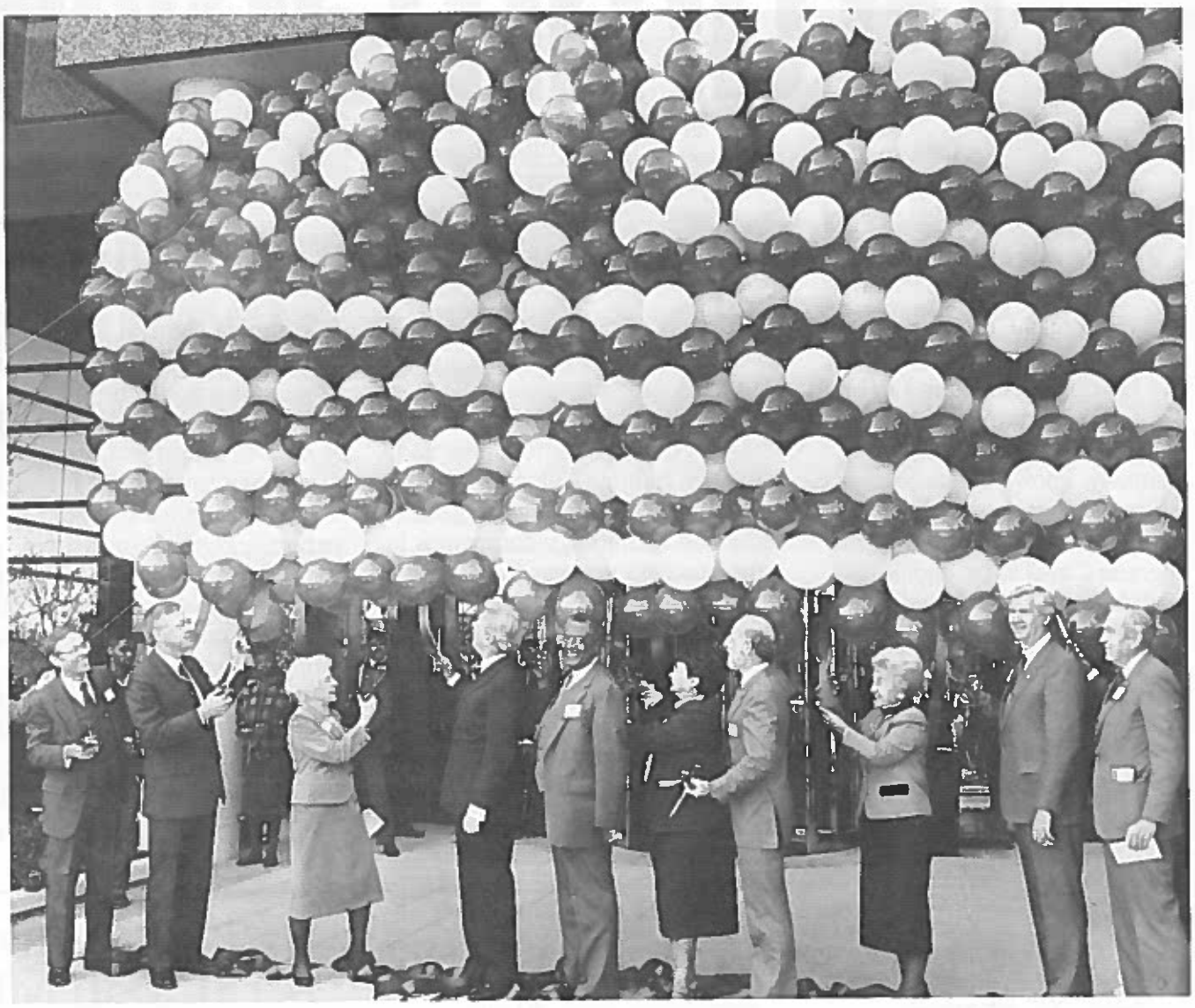
My family and I sincerely thank all my friends, colleagues and ESO for their kindness and sympathy upon the recent death of my father Frank Calimeri. **Josephine Pagliaro**

My family and I sincerely wish to thank all my friends, co-workers and ESO for their concern and many kind expressions of sympathy, prayers and support during the recent loss of my father. **Leonard Deibler and Family**

I would like to thank all of my friends, co-workers and ESO for their concern and wishes for a speedy recovery during my recent illness. **Bill Harris**

My family and I wish to express our deepest appreciation for the bouquet of flowers, basket of fruit and the cards received during my father's funeral. We would also like to thank ESO and the many wonderful people of ATS Calverton for their sincere kindness during this difficult time. **Paul Geiss and Family**

Coming
December 16 —
1988 Annual Report
For Grumman People



A Grand Occasion. *Among the dignitaries celebrating the completion of Grumman's new Reston offices were: Virginia Governor Gerald Baliles (2nd L); U.S. Senator John Warner and Grumman Vice President George Brown (4th and 5th L); and Thomas Moser (4th R), director of NASA's Space Station program.*

A Ribbon Cutting Of A Different Stripe

RESTON, Virginia — On October 26, Virginia Governor Gerald Baliles launched a remote-controlled model of the Saturn V rocket to dedicate the Lake Fairfax Business Center here. It is the new home of the Grumman Space Station Program Support Division.

In lieu of the traditional ribbon cutting, ceremony participants cut the tethers on a 20 x 40 foot American flag made up of 2,000 red, white and blue balloons.

Construction of the 275,000 square foot center began in January. About 400 Grummanites now work there, as well as another 230 who work for subcontractors. That number is expected to grow to 1,100 at the program's peak.

"This facility offers proximity to our customer, NASA, a building configuration that suits our organization, and the potential for accommodating future growth," said Division President Fred Haise.

In July 1987, NASA awarded the Grumman-led team an $840 million contract to support the design and development of the Space Station. Grumman will help evaluate work done by contractors selected to build station components, and will assist in testing and integrating them.

Three More C³I Workstations Installed

(Continued from page 1)

Systems' McLean, Virginia, facility are installing the first new decision support system at the Command Center of the Fifth Air Force Headquarters, Yokota Air Force Base, Japan.

The second workstation will be installed in the National Military Command Center at the Pentagon, while the other goes to Norfolk, Virginia, to serve the Commander in Chief of the U.S. Atlantic Fleet.

"Our expansion efforts are succeeding," says Rupe Owens, director for Grumman's McLean facility. "With the new installations, Grumman equipment will be at the core of the military's command and control systems."

The more than 60 Grummanites working on the program are developing new software to create more uses for the system. Until now, the software was only compatible with Digital Equipment Corporation hardware. "The new software will allow users of other types of hardware to use the C³I workstation with the equipment they already have," says Owens.

"The C³I program is building on Grumman's reputation for excellence in systems integration," says Owens. "The request for additional workstations is proof that our systems are the best."

Installation of the new workstations is expected to be completed in early 1989.■

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GQ Teams Come Up With Solutions To Major Problems

(Continued from page 1)

this problem. "The customer usually gives you 60 to 90 days to deliver the proposal. We've had trouble meeting that deadline."

"We used to do the work serially," he explains. Step by step, people from various departments would take their turn in laying out the plans to turn a customer request into a piece of hardware. But it was a process plagued by do-overs. A design was prepared, but maybe Manufacturing couldn't build it. Or perhaps a vendor-supplied part was no longer on the shelves. The engineering change proposal would have to go back to the designers.

"Now we're going to put everybody in a room together — a task team — and they will discuss what we can and can't do," Lewin says.

The Change Review Board, previously one step in the long chain, will now audit the process.

Once the work statement is defined, its cost must be estimated. "If the estimate is too high, the customer won't do the job; too low, we lose profit," says Lewin.

The group recommended that estimators be involved in the engineering change proposal process from the beginning. "If you do some of that in the task team process you can estimate the amount of money and the number of people you will need for the project," adds Lewin.

Gone, too, is the long list of signatures on each engineering change proposal and its cost estimate. Lewin says, "We recommended that a program manager from the existing staff be assigned to head up engineering change proposal efforts. That person will be responsible for timely and accurate proposal preparation."

It was also recommended that estimates for small engineering change proposals be approved totally on the program.

Task teaming will be used for the bigger engineering changes.

Performance measurements will be used to track the flow of the estimating process and the success of the new approach.

The team dealing with the estimating problem set some long term as well as short term objectives. Down the road, they want a better data base created. They envision a set of estimating standards. Training programs for estimators will also be developed.

"We're getting fewer engineering change proposals now than we did before, but their value and the cost of doing them are rising sharply," says Lewin. "The goal is to find ways to do everything better, faster and cheaper than we're doing it today."■

Speeding The Process. *Data Systems has shortened the time it will take to get personnel requisitions to Employment. That means Employment's Janet Blume, manager for Professional employment (L), administrative aide Lauri Navarra (C), administrative assistant Rose Younghans and others will be able to hire Data Systems people faster. (Photo by Bob Settles)*

A Spring Load. *Angel Garcia of Aircraft Systems sets up the Boeing 767 wing center shims for anodizing. The parts are attached to a spring which acts as a conductor for the 22 volts of electricity that run to the parts during the anodizing process. This process puts a protective coating on the part which allows for better paint adhesion and helps prevent corrosion. (Photo by Bob Settles)*

Filling A Job Faster

Tom McKessey says that you eat an elephant one bite at a time. Quality improvement is a full plate, too. But on November 1, Data Systems took the first bite — the first change initiated by a Grumman Quality action team in that division was made.

"Quick Start" team number one has written a new process for getting personnel requisitions through the approval loop faster: two signatures, five days — no more — to get into the hands of Personnel. The new procedure went into effect November 1.

At first glance, it seems like a small change. However, the ramifications are widespread.

"Being able to quickly hire the people you need makes you more responsive to your customer," says McKessey, senior vice president for Information Services and Operations. "And any delay in putting people on your project affects your revenues."

This problem was targeted in June during a Data Systems management meeting. "We identified the major obstacles that managers had in getting their jobs done," says McKessey. "When it came time to select GQ action teams, we looked at this list. One of the topics that came up was bureaucracy. We selected a process that most clearly demonstrated 'bureaucracy'."

Hiring most everyone certainly does. The team studied 388 requisitions that were issued in the past year. They found that personnel requisitions move though the bureaucracy like ships through a canal.

"We found that some requisitions made 12 to 15 stops before getting out of the division and into the hands of Corporate Personnel," McKessey explains. "Requisitions took five to 35 days, and half took longer than 14 days, to get to Personnel. Seventy-five of the requisitions traveled the division for more than a month.

"We also found that it was being used as a budget control device," he says. "Everybody felt they had to be involved. Because so many people were passing judgment on each requisition, you ended up with no responsibility."

The action team rewrote the process. They took three separate procedures and wrote one.

Now, only two people sign a personnel requisition: the manager in charge of the project and his or her boss. If one is away, there is a designated alternate.

"The team passed the responsibility down to an accountable level of management," McKessey says. It's the basic philosophy of management within Data Systems: The functional manager and the program director are directly responsible for their budgets. They are to manage the job as if it were their own business. "It's a huge cultural change," he adds.

McKessey's philosophy: "If you can't measure a program, you can't manage it." Therefore, one member of the action team will be assigned to monitor the way personnel requisitions are processed after November 1.■

Bread And Butter. *Above, a crew from Rainbo Bakeries takes a break. They are (L-R) mechanics Artice Sudds and Glenn Leuschner; driver Theroy White; and mechanic Jerry Kral. At right, Dan Lashley and Chris Hopkins work on a Kurbmaster for Campbell-Taggart at Grumman Olson's Sherman, Texas plant. This is the body buildup stage.*

4 Rms, Island Vu

Looking for a place to live, either to rent or to buy? To help Grummanites cope with the housing crunch on Long Island, Grumman's Field Administration department maintains a file of homes, apartments, co-ops, and condos. Many listings were sent by their owners and will not require paying a realtor's fee.

Included as well are homes and apartments to share with other employees. Grummanites are free anytime to look through the file. Field Administration is on the first floor of Bethpage's Building 117. Field Administration also invites Grummanites with properties to sell or rent to send a detailed description, including size and price, to Field Administration, mail stop A05-117, Grumman Corporate Services, Bethpage, N.Y. 11714.

From The Brick Ovens To You, Via Grumman Olson Kurbmaster

DALLAS, Texas — If you call Campbell-Taggart Corporation, you won't get put on hold to Muzak. What you'll hear instead are jingles and recipes for sandwiches and snacks.

Campbell-Taggart owns 55 independent bakeries throughout the Deep South and Southwest. To get bread, cakes, and other goods to market, they rely on over 12,000 Grumman Olson trucks.

Affiliated brands include Rainbo, Kilpatrick, Colonial, Earth Grains, Country Hearth, and Roman Meal. A brand called "Bimbo" (no kidding) is distributed in Spain and Mexico and one called "Europate," in France.

"Some people say, these trucks all look alike," says Dean Watson, general manager for Grumman's Sherman, Texas, plant, where many of Campbell-Taggart's trucks are built. "On the outside, except for the paint job, that's fairly true.

"But inside, each company is very particular about how it wants its products stored — whether on shelves or racks, and the size they want. We listen to them. And that makes bakeries among our most satisfied customers."

And it would be difficult to find a happier customer than Campbell-Taggart and its affiliates. Jim Niece is fleet manager for Rainbo Bakeries, the Campbell-Taggart company that services the Dallas-Fort Worth area.

"In my operation, 95 percent of our trucks are Grumman," says Niece.

"They are durable. Our oldest on a route is a 1959 model. Some on routes in California are even older.

"These trucks are dependable — and the people who build them have the experience and knowledge to support the customer."

Rainbo's main facility is at 3200 Manor Way, right across the street from old Love Field. Although that is still a busy airport, the air is filled with the smell of bread, not jet fuel.

Due to the volume of business on its delivery routes, the bakery now only buys 16-foot models. "Our drivers rack up 270,000 miles every 21 days," says Niece. "And that's just here at Manor Way." Rainbo has two other big bakeries in the area.■

Check Your Cholesterol Count

Grumman Medical finishes its cholesterol screening this month. The final testing will take place in Corporate Headquarters on the concourse level on November 14, from 11 a.m. to 3 p.m. The test costs $7. Medical plans to offer the cholesterol screening again next spring.■

Texaco Signs Pact For Computer Maintenance Services

Grumman Systems Support has signed a master service agreement with Texaco for computer-equipment maintenance.

This pact makes Grumman the vendor of choice when a facility or plant purchases third-party maintenance for computer equipment. "Third-party" means such services are provided by a firm other than the manufacturer or vendor.

Grumman salespeople coast-to-coast will travel and make sales pitches to individual Texaco plants. Unlike other potential customers, however, they won't be calling cold. The systems managers at these plants will already know about the Grumman master service agreement. They cannot take bids from any other third-party computer maintenance company.

This is the second master service agreement negotiated by Grumman Systems Support. The other is with the chemical company Du Pont.

Texaco is headquartered in Harrison, New York, but about one-third of its people work in Texas — the rest are scattered at facilities throughout the U.S. and worldwide. The first to purchase Grumman's services is the petroleum company's research center, located in Austin. It conducts research on better fuels, new energy sources, and other subjects.

"This site mainly has scientific computers made by Data General Corporation," says John Hilliard, sales manager for Systems Support's branch office in Arlington, Texas. "It's all equipment GSS knows very well. The job will be handled by the four field engineers at our current Austin office — it's not an on-site job."

Grumman Systems Support has made proposals to four Texaco oil refineries: in Port Arthur and Port Naches, Texas; Delaware City, Delaware; and Seattle. It has also made a bid to a Convent, Louisiana, plant that distills petroleum byproducts, which are used in making plastics. These contracts would all require on-site Systems Support people.

"It is more cost efficient to deal with one company for service," says Hilliard. "Delaware City, for example, has InterColor graphics terminals, Control Data disk drives, IBM Personal Computers, and Data General mainframes. Right now, a different service contract covers each brand of equipment.

"As with any master service agreement, there is a lot of potential for growth," says Hilliard. "Texaco uses a lot of computing equipment for oil exploration. There are also many office facilities with Digital Equipment Corporation systems. We can support these groups, too."

In the upcoming months, Grumman plans to submit proposals to Texaco facilities in Wichita, Kansas; Los Angeles; and Bakersfield, California.■

Sophisticated Suitcase. *Joe DiStefano, John Becker, and Mel Schecker try out a prototype composite repair set. Grumman recently received contracts from the Air Force and the Navy for these systems.*

Grumman Wins Two Contracts For Military Composite Repair Sets

Grumman recently received two contracts for design work on military composite repair sets.

The Air Force awarded Grumman a prime contract to design and build two prototypes. In a second award, the Navy will purchase a Grumman-designed unit from ATEC, Inc., of Houston. Grumman is a subcontractor to ATEC, providing engineering support.

Both the Air Force and the Navy systems are variations of the same design. The device consists of an electronic control box that sends power to blanket-like heating units. The blanket contains instrumentation enabling it to operate at precise temperatures.

"If a composite part of an aircraft is damaged in the fleet, a service person can remove the damaged material, and apply a composite patch. The blanket is placed over the patch and 'cures' it to the hardness of the rest of the aircraft's surface," says John Becker, business manager for Aircraft Systems Integrated Logistics Support.

Becker says the Grumman-designed unit is based on similar systems Grumman has produced since 1972. "It has been improved to handle more sophisticated composite materials," he says.

"The Air Force could eventually need more than 1,000 of these units," says Becker.

The Navy contract calls for 252 units and is valued at $4.5 million. The Navy designated it as a small business program: a large company couldn't bid as prime contractor. So Grumman teamed with a suitable manufacturer, ATEC.

Grumman's subcontract, initially for $700,000, includes services such as design support, engineering analysis, supply planning, and technical publications.

These two contracts also put Grumman in the running for future awards.

"There is a lot of aircraft development going on, both domestically and internationally, using composite materials," says Becker. "We retain ownership of our design, and having an active program like this helps us keep up to date in composites."■

Holiday Break Moves Deadline For Two EIP Transactions

If you plan to make a lump sum contribution or change your deductions by the end of 1988, you must submit your request to the Employee Investment Plan office no later than Monday, December 19. Normally, the deadline for these two types of transactions is five working days before the end of the month. However, the company begins its year-end holiday break on Friday, December 23.

If you wish to make either transaction by the end of December, make sure you mail your lump-sum contribution or authorized deduction card early, so it reaches the Employee Investment Plan office no later than December 19.

Some Tuition Assistance Now Tax Free, Says IRS

If you go to school on the Grumman Tuition Reimbursement program, you may have had to pay taxes on it for the first time this year. Now, you may be getting a refund.

The Senate extended, through 1988, an Internal Revenue Service provision that had been in effect for years and expired at the end of 1987. This provision exempted tuition assistance from income and Social Security taxes. From January to now, companies had to begin treating their tuition reimbursement payments as taxable income.

Now, the old rule is back in effect, but only temporarily and with a few catches.

- Only undergraduate courses are tax-exempt.
- Graduate courses must be related to your present job in order to be tax-exempt — the same rule that has been in effect since January.
- The new rule does not apply to courses you are taking right now. Because of the time it takes for your grades to arrive and for you to submit your reimbursement claim, you won't get any money back until 1989. Those checks will be subject to the tax code for next year.

"We don't know what will happen after the beginning of 1989," says Joelyn Iannone, director of Corporate Training and Motivational Programs. "The law may change back to the way it was at the beginning of 1988. So we are only able to make refunds for taxes collected in 1988."

Furthermore, there is a limit of $5,250 on the amount a person may be reimbursed for tax-free. "But we've found most undergraduates don't reach the limit," says Lorraine Alfino, Tuition Reimbursement administrator for Corporate Training.

This year, Accounting began issuing only checks for tax-free reimbursement. Payroll Operations issued the rest. Payroll will issue refund checks to those people entitled to them.

Corporate Training has reimbursed close to 3,000 courses this year. "We must now go through our records and sort the undergrads from the graduate students," says Alfino. "The monthly reports we gave to Payroll didn't indicate that before — just whether a course was job related or not."

Most people in Grumman's Tuition Reimbursement program are pursuing graduate degrees. Surprisingly, the new tax measure didn't have a chilling effect on enrollment. "People kept right on going to school," says Alfino.

If you were reimbursed for a course during 1988 and paid tax on it, you will receive a refund check from Payroll Operations by the end of the year. The Allied, St. Augustine, and Technical Services Divisions have separate programs. Grummanites who participate in tuition reimbursement in those divisions should contact their personnel administrators for more information.■

Unit Values

The unit values for the Grumman Employee Investment Plan as of September 30, compared to August 31, are:

Equity Fund
4.464 up from 4.267

Fixed Income Fund
6.295 up from 6.160

Guaranteed Income Fund
2.885 up from 2.861

Company Stock Fund
$21.71 down from $22.31

Smokeout Set For November 17

The Great American Smokeout takes place this year on Thursday, November 17. Smokers are urged to quit smoking that day.

Grumman Medical is offering a free Smoking Cessation Workshop series. The sessions will be held December 5, 7, 12, 14. If you'd like to attend this four-day workshop, contact the nurse in your building.

Videotapes To Go

Videotapes of the Leroy Grumman Lecture Series are now available for loan.

The lectures, held four times a year in Grumman headquarters, provide Grummanites with insight into emerging technologies. The series aims to further the commitment to technical excellence of the company's founder, Leroy Grumman.

If you missed any of the lectures in the series, you can borrow a tape of it. Both ½- and ¾-inch formats are available. For more information, contact Mary Mickol, (516) 575-8770.■

Patient Advocates Are Just A Phone Call Away

If you are a member of the Grumman/Travelers Group Health Insurance Plan, you should be aware of the Patient Advocate Program.

Patient Advocate is more than a cost containment program. Its goal is to get Grummanites more involved in exploring treatment alternatives, so they can better determine how their health care needs will be met. In addition, Patient Advocate offers guidance that will help people get the most out of the Grumman health plan.

Before undergoing surgery in a hospital or as an outpatient, you must call the Patient Advocate. You are also required to call within two days of an emergency admission to a hospital, or before getting a second opinion. (Second opinions for some procedures have been required since 1985.) If you don't call Patient Advocate, *there is an extra deductible of $250 for non-compliance.*

When you call Patient Advocate, you are assigned one of the nine registered nurses associated with the Grumman program. They know the Grumman/Travelers plan inside and out. They will tell you if a second opinion is required by the Grumman plan, the average length of stay in a hospital for your case, the health care alternatives available, and other decision-making information. They will also talk with your doctor and tell you if there are alternatives to your surgery. However, the decision as to whether or not to have surgery is always up to you. The patient advocates are there to advise you.

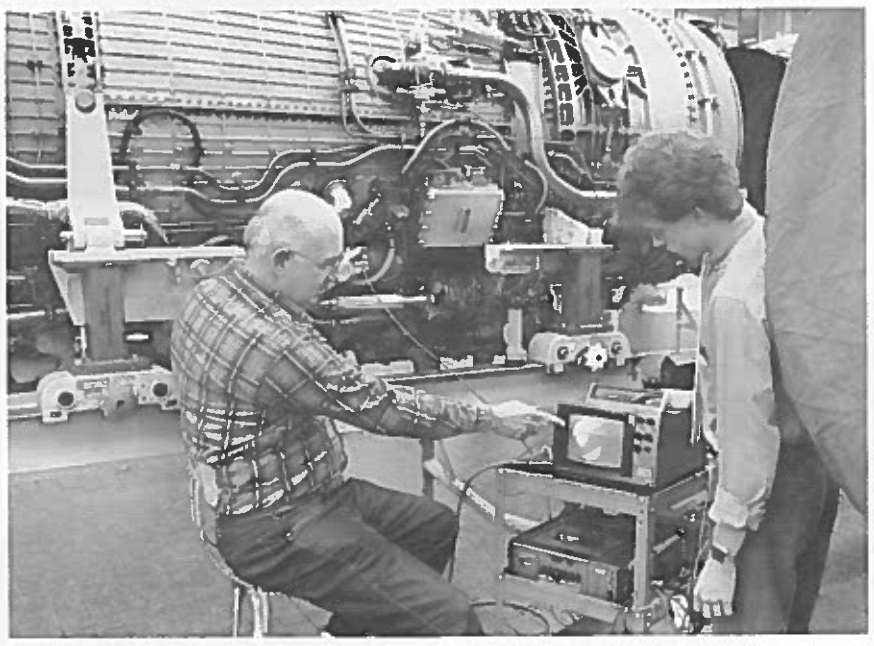
They are also there to help you work your way through the often confusing world of health care. They will mail you Grumman forms to fill out, and suggest post-operative care options.

In the event of an emergency, urgent, or unscheduled admission, you should call Patient Advocate within one working day of the admission to avoid reduced benefit payment. If you can't call, have a family member, friend, doctor or hospital staff member call for you.

Of course, you can call the Patient Advocate whenever you want to learn more about health care alternatives or resources available in your community. The advocates will give you the information you need when you need it, so you can get the best use out of the health care system and your benefits.■

An '800' Number

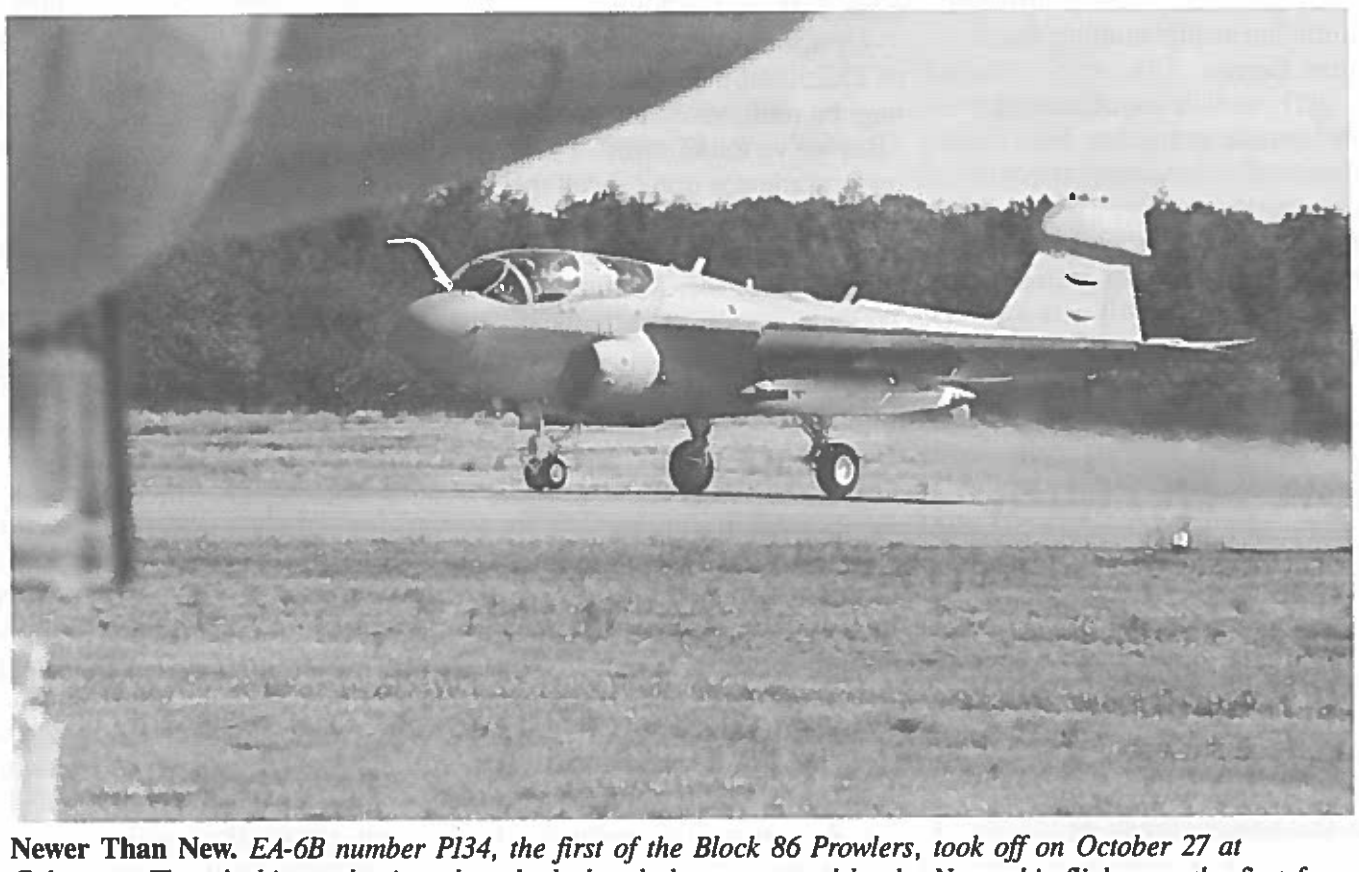
Grummanites nationwide can call the program on a toll free number (1-800-521-0157), Monday through Friday, 8 a.m. to 7 p.m. Eastern Standard Time.



Inside Look. *Inspector Al Farrell (L) and quality engineer Danny Case study the image of a GE engine's fan blade at Calverton. Farrell inserted a borescope's fiber optic cable, which also has a light source, into the engine. They can study the condition of the blade and the surrounding area on this television monitor. As a record of what they did or did not find, the image on the monitor can be photographed or, as in this case, videotaped. (Photo by Karl Thoma)*

Where To Give Blood

Date	Location	Time
November 11	Bldg. 116	9 a.m. to 2:30 p.m.
November 14	Bldg. 30	9 a.m. to 2:30 p.m.
November 15	Bldg. 35	9 a.m. to 2:30 p.m.
November 22	GHQ	9 a.m. to 2:30 p.m.
November 23	Bldg. 235	7:30 a.m. to 1 p.m.
November 23	Bldg. 239	9 a.m. to 2:30 p.m. 5 to 10:30 p.m.
November 28	Bldg. 3	9 a.m. to 2:30 p.m. 5 to 10:30 p.m.
November 29	Bldgs. 43/44	8:30 a.m. to 2 p.m.
November 29	Bldg. 47	9 a.m. to 2:30 p.m.
December 1	Bldg. 4	9 a.m. to 2:30 p.m.



Newer Than New. *EA-6B number PI34, the first of the Block 86 Prowlers, took off on October 27 at Calverton. Though this production plane had already been accepted by the Navy, this flight was the first for the newly added Computer Interface Unit/Encoder. The CIU/Encoder combines two previously separate systems into one. In addition, this was the first time an EA-6B used the Flight Test instrumentation pod, visible under its wing. The pod links the Prowler's systems with the Automated Telemetry Station on the ground. (Photo by Karl Thoma)*

Vols Needed To Help With Tax Returns

The Internal Revenue Service is looking for volunteers to participate in its Volunteer Income Tax Assistance (VITA) program.

Volunteers help people in their community who need assistance with their tax returns. This help is usually given in neighborhood and community centers, libraries, churches and shopping malls.

Instruction and materials are free. The IRS trains volunteers how to prepare Forms 1040EZ, 1040A and the basic 1040. They receive four to five days' instruction. Training is usually available December through January at convenient locations.

To join VITA, call the IRS coordinator in Brooklyn, (718) 780-6020; or write to P.O. Box 606, Brooklyn, N.Y. 11202.■

Next Issue: November 28

People

Aerospace Accolade

Mike Pelehach, Grumman consultant and past president of Grumman International, received this year's aircraft design award from the American Institute of Aeronautics and Astronautics (AIAA).

The award is one of the most prestigious in the aerospace industry. Previous recipients have included: Elbert Rutan, who designed and helped fly a lightweight plane around the world; and the team of Grummanite Glenn Spacht, Col. Norris Krone, and James Allburn, who developed the X-29.

Mike Pelehach

Pelehach was cited for his contributions to all of Grumman's aircraft programs, particularly the F-14 Tomcat. He joined Grumman in 1950 and retired in 1986. During his career, he was director of the F-14 program and had roles on all of Grumman's other major aircraft programs.

"This award is really a testimony to the excellent people I worked with at Grumman," says Pelehach.

Loan Executive

Jackie Forese, manager of Leasing and Operations for Grumman Credit Corporation, has been elected president of the National Marine Bankers Association.

Forese joined Grumman in 1972, and began working for Grumman Credit two years later. This Grumman Corporation subsidiary arranges loans for products made by Grumman and other manufacturers. It is also involved in computer and industrial equipment leasing.

Jackie Forese

The National Marine Bankers Association is a trade group of institutions that make boat loans. Forese has been a member of its board of directors since 1981, serving as treasurer for three years and as vice president for another four.

Academic Achievement

Grummanite Larry Mead was recently inducted into the National Academy of Engineering in Washington, D.C.

The academy's members are people who have distinguished themselves in the engineering profession. Members are chosen by their peers. The academy now numbers about 1,400 engineers.

Outstanding Achievement. *Robert White (R), president of the National Academy of Engineering, congratulates Larry Mead.*

Mead joined the company in 1941 as a stress analyst. He served as senior vice president—Technical Operations for Grumman Aerospace from 1975 to 1983. He has been a senior management consultant to Grumman since his retirement in 1983.

Friend Of Education

The New York State Council on Vocational Education has named Grummanite Harry Volz "the outstanding individual in the private sector" for 1988.

Volz is Grumman's director of Corporate Security and Transportation and is chairman of Nassau Community College's Vocational Education Council. He has served on the council since it was established in 1976.

Volz has been particularly involved in grant proposals for the college. As a result, the college has greatly improved a variety of its programs, including hotel/restaurant management, secretarial/office technologies, engineering, and computer processing.

Home, Sweet Home

Idaho Governor Cecil Andrus recently appointed Grummanite Eddie Phillips to the nine-member Federal Defense Task Force for Idaho. Phillips is Grumman's site manager at Mountain Home Air Force Base.

"Idaho has no real vehicle for getting in on a lot of things that are being done at defense installations. Our job is to promote the development of all the military installations in the state," says Phillips of this volunteer project. The governor will be the chairman of the committee.

For years Phillips has been giving many hours to the 8,000 citizens of Mountain Home.

During working hours, he and his team support the 390th Electronic Countermeasures Squadron, which flies the Grumman EF-111.

When he's not on the job, he's giving time on base as president of the state chapter of the Air Force Association, working on the Air Force Appreciation Day board, or helping set up award programs or picnics.

In town, he's a member of the board of the Chamber of Commerce and High-Reachers, an organization for the handicapped. The list goes on and on.

There is no place like "Home" as far as he's concerned, and the feeling around town is mutual. Over 210 people from the city and the nearby air force base turned out to honor him at a banquet earlier this year.

Part Of The Job. *Eddie Phillips (L) presents an EF-111 1,000 flight-hours award to Lt. Col. Wilbur Hamilton.*

Government Offers Free Catalog Of Books

The U.S. Government Printing Office is offering a free catalog featuring hundreds of new and popular government publications for sale. The catalog features publications about energy, history, health, space, science, vacations, and much more.

To get your copy, write to: Free Catalog, P.O. Box 37000, Washington, D.C. 20013-7000.■

New Per Diem Rates

On November 7, the revised Grumman business trip per diems went into effect. Contact your local administrator or policy manual holder for your revised copy.■

Appointments

The following Grummanites recently received new assignments:

Grumman Corporation

Corporate Development: Joe Belisle, marketing manager, Energy Programs.

Aircraft Systems

Bethpage Operations: John Lechenbusch, foreman, F-14 Wing Line.

Configuration/Data Management: Peter S. Heilman, assistant manager, F-14 Data Management; Robert O'Donnell, group leader, E-2/C-2 Management; Edward C. Merriam, deputy director, CDM; Michael Tagliaferro, manager, F-14 Program; Elaine M. Fuss, group leader, A-6 Change Control; Christopher G. Lordahl, group leader, EF-111 Program; Walter P. Larkin, manager, F-14 Software.

Integrated Logistics Support: Felix R. Giacini, project engineer, Systems Engineering; Thomas W. Reilly, director, Equipment Engineering; Richard R. Strollo, manager, Project Management; Edward T. Shea, project manager, E-2/C-2 Engineering; George Weinstein, principal engineer, Systems Engineering; David Aldoroty, project manager, Publications; Raymond Ivers, assistant program manager, Production/Retrofit; Robert J. Ripp, manager, ILS Administration; Harry Beringer, technical advisor, ILS Engineering; Cosimo J. Palazzo, project manager, ILS Engineering, BSTS.

Technical Operations: Mario P. Obertis, manager, Management Controls; John C. Magin, team leader, Joint Tactical Information Distribution Systems; Richard Hutson, group leader, Systems Analysis, A-6F Program; Eric Schnittger, project leader, System Integration and Test, E-2 Program; Lillian Hertel, group leader, Support Software, E-2C Program; Thomas Tuner, technical specialist, Early Warning Systems Design; Frank Hoppe, group leader, Guidance and Control Systems Integration; Howard Flicker, technical specialist, Software Facility Requirements; Johnathan Kirkup, project leader, F-8 Vehicle Design; Gerard Smith, group leader, System Validation Verification and Integration, F/EF-111.

Electronics Systems

Great River Operations: Robert Scalise, manager, Industrial Engineering.

How's Your Sugar Level?

Medical offers free glucose testing this month on L.I.

November is National Diabetes Month. At least 12 million Americans have diabetes, according to the American Diabetes Association. An estimated five million people have diabetes and don't know it. Grumman Medical is offering free diabetes testing at its nurses' stations this month.

Diabetes is a serious, incurable disease. However, with proper care, diet and medication, people with diabetes can lead normal lives. Diabetes is caused by the body's failure to use certain foods properly. Normally, the body converts sugars, starches, and other foods into glucose, a form of sugar. The blood stream carries glucose to the body's cells. Insulin, a hormone produced by the pancreas, enables the cells to use glucose for energy or store it for later use.

Diabetes either reduces the body's production of insulin, or prevents its proper use. Without insulin, unused glucose collects in the blood and urine.

Prolonged high blood sugar can cause serious, life-threatening complications — blindness, heart and kidney disease, stroke, and gangrene.

Who's most likely to get diabetes? Anyone may develop diabetes, but it occurs most often if you are overweight, have diabetic relatives, and are over 35 years old. Women seem to be more likely than men to have diabetes.

The Grumman Medical test is simple: your finger is pricked and the blood sample is immediately tested by a glucometer. If your glucose level is high, the Grumman nurse will recommend that you see your family doctor immediately.

Testing will be performed during lunch at the following locations:

Monday, November 14, Bldg. 4; Tuesday, November 15, Bldg. 5; Wednesday, November 16, Bldg. 6; Monday, November 21, Bldg. 7; Tuesday, November 22, Bldg. 12; Monday, November 28, Bldg. 30; Tuesday, November 29, Bldg. 35; Wednesday, November 30, Bldg. 40; Monday, December 5, Bldg. 44; Tuesday, December 6, Bldg. 106; Wednesday, December 7, Bldg. 110; and Monday, December 12, GHQ.■

'One Of A Kind' Too Hard To Get?

Retiree Roy Rogers Jr. doesn't live near a Grumman facility and he wanted to know how he could get a copy of the new book *One Of A Kind—The Story Of Grumman* at the special price. It's easy.

Retirees and employees who don't have access to an Employee Services office can send a check payable to Employee Services for $12.65 ($10.25 plus $2.40 for First Class postage and handling) to: Employee Services, Mail Stop C09-GHQ, 1111 Stewart Avenue, Bethpage, N.Y. 11714.■

Readership Survey

We don't want to do all the talking. We'd like to know what you think about the things you see in these pages. Your comments, suggestions and complaints are welcomed. Please take a few minutes and give us your opinions.

Article	Great	Good	Poor	Didn't Read
Grumman Quality (P. 1)	☐	☐	☐	☐
Reston (P. 2)	☐	☐	☐	☐
Olson Kurbmaster (P. 4)	☐	☐	☐	☐
Tuition (P. 5)	☐	☐	☐	☐

Suggestions For Future Articles:.....

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Comments About This Issue:.....

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Name.....

(Required If You Wish A Reply) **Ext.**.....

☐ Retiree **Division**.....

Mail to: Grumman World, A22-GHQ
1111 Stewart Ave., Bethpage, N.Y. 11714

Retiree Obituaries

James J. Albertson of 113 Palm Dr., Daytona Beach, Florida, died Sept. 19. 1988. He retired in 1984.

Alfred Andrews of 164 Pine St., Freeport, N.Y., died Aug. 29, 1988. He retired in 1977.

Rudolph Balkau of 83 Union Ave., Center Moriches, N.Y., died Sept. 16, 1988. He retired in 1977.

John C. Bednar of 166 Smith Rd., Lake Ronkonkoma, N.Y., died Sept. 17, 1988. He retired in 1977.

Bernard Bernier of 1262 Three Forks Dr., Westerville, Ohio, died Sept. 6, 1988. He retired in 1986.

Octavio L. Cacace of 6511 NW 58th St., Tamarac, Florida, died Aug. 28, 1988. He retired in 1978.

Nestor C. Cadorette of 30 Clearview St., Huntington, N.Y., died Sept. 28, 1988. He retired in 1970.

Peter A. Cappelli of 205 Colony St., Hamden, Connecticut, died August 12, 1988. He retired in 1970.

Donald C. Carter of 10 Costello Ave., Bay Shore, N.Y., died Oct. 14, 1988. He retired in 1984.

Validore A. Castagna of 12 E. 25th St., Huntington Station, N.Y., died Sept. 14, 1988. He retired in 1977.

William Collins Jr. of Davids La., Water Mill, N.Y., died August 9, 1988. He retired in 1986.

Arthur B. Cousins of 156 E. Lk. Joanna Dr., Eustis, Florida, died Sept. 17, 1988. He retired in 1965.

Albert C. Cunningham of 89 Roosevelt Pl., Mineola, N.Y., died Aug. 27, 1988. He retired in 1968.

Emmett H. Davenport of 1425 57th St. West, Bradenton, Florida, died Sept. 26, 1988. He retired in 1981.

George E. DeMellier of 2233 SE Sesame La., Pt. St. Lucie, Florida, died Oct. 6, 1988. He retired in 1982.

George C. Dering at P.O. Box 10249, Westbury, N.Y., died Sept. 19, 1988. He retired in 1971.

Italo DiGeronimo of 114 Campbell Ave., Williston Park, N.Y., died Sept. 13, 1988. He retired in 1971.

Lawrence Dillingham of 1098 Logan Rd., Wantagh, N.Y., died Oct. 12, 1988. He retired in 1971.

Peter M. Fitzgerald of 4100 N. Romero Rd. #205, Tucson, Arizona, died Sept. 14, 1988. He retired in 1984.

Richard H. Foster of 858 Worcester La., Lake Worth, Florida, died Oct. 11, 1988. He retired in 1969.

Celia C. Godson of 7436 Eagle Dr., Brooksville, Florida, died Oct. 19, 1988. She retired in 1977.

Norman F. Graf of 1050 Garner Ave., Schenectady, N.Y., died Sept. 21, 1988. He retired in 1982.

George Harrison of 48 Fulton Ave., Hicksville, N.Y., died Sept. 30, 1988. He retired in 1986.

Fritz Hartl of 84 Southaven Ave., Medford, N.Y., died Sept. 22, 1988. He retired in 1973.

William C. Hill of 247 Parker Ave., West Hempstead, N.Y., died Oct. 9, 1988. He retired in 1975.

William L. Hill of 4019 22nd Ave. No., St. Petersburg, Florida, died Sept. 12, 1988. He retired in 1973.

Holt S. Hix of 186 Quaker Path, Setauket, N.Y., died Sept. 27, 1988. He retired in 1984.

Ludwig Karl of 136 Elizabeth St., Farmingdale, N.Y., died Sept. 26, 1988. He retired in 1966.

Albert J. Kordula of 228D Highland Dr., Leesburg, Florida, died Sept. 24, 1988. He retired in 1974.

Vincent J. Kurtz of 2457 Stewart Ave., Westbury, N.Y., died March 5, 1988. He retired in 1984.

Edmund D. Maley of 209-51 Oakley Ave., Massapequa, N.Y., died Sept. 25, 1988. He retired in 1967.

Michael Marco of 775 Grand Terrace, Baldwin, N.Y., died Oct. 8, 1988. He retired in 1984.

Sherrill C. Raynor of 1086 W. Main St., Riverhead, N.Y., died Oct. 16, 1988. She retired in 1986.

Margaret Schlitz of RD1, Box 321, Beekman Rd., Hopewell Junction, N.Y., died Oct. 1, 1988. She retired in 1977.

Graydon E. Wallace at P.O. Box 364, Portageville, N.Y., died Sept. 16, 1988. He retired in 1968.

James O. Walters of 1500 South IH #35, Round Rock, Texas, died Sept. 26, 1988. He retired in 1980.

James A. Watson of 81 Craig Ave., Freeport, N.Y., died Oct. 14, 1988. He retired in 1961.

John L. Weiler of Cross Mountain Rd., Box 433B, Margaretville, N.Y., died Oct. 6, 1988. He retired in 1982.

Obituaries

Donald A. Murphy of ILS Electronic Packaging, Calverton, Aircraft Systems Division, died Oct. 19 at the age of 56. He had been with the company since 1963 and resided at 31 Dartmouth Rd., Shoreham, N.Y.

More Personals

My family and I wish to thank my friends, co-workers and ESO for their sympathy, prayers and support shown to us during the recent loss of my dad Bill E. Hoglander. **Kathleen Milhous**

I wish to thank my friends, fellow employees and ESO for their good wishes and encouragement during my recent illness. **S. Murray Krameisen**

My wife and I wish to thank ESO and my co-workers at Great River for their kind expressions of support during my recent convalescence from surgery. **Bud and Nancy Mitzman**

My family and I wish to thank my friends at Grumman for their prayers and kindness following the recent loss of my mother Josephine Giachetti. **Angelo Giachett**

My family and I wish to thank the ESO and friends at Grumman for the beautiful flowers, sympathy cards and support shown to us in the recent death of my mother. **Jim Clarke**

We wish to extend our sincere gratitude to all our friends, co-workers and ESO for their concern and many kind expressions of sympathy and support during the period following the recent loss of our father T. Edward Ellis. **Joyce and Edward Ellis Jr.**

My family and I wish to thank all my friends, co-workers, ESO and Dept. 02294 for their kind expressions of sympathy during the recent loss of my brother Frank. **Joseph R. Gregg**

The family of Red Hix would like to thank our friends and co-workers at Grumman for their kind expressions of sympathy at the time of his death. **Susan Wisbauer and Family**

Thanks to all my friends for their calls, cards and good wishes during my convalescence after major surgery. **Mado Breunig**